

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
EEO PUBLIC FILE REPORT
December 1, 2016 – November 30, 2017**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding equal employment opportunity and preventing discrimination	On August 24, 2017, our SEU’s Market and Business Managers took part in a training webinar presented by Alpha Media’s FCC counsel, Wiley Rein LLP, entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media.”
2	Internship Program	Between December 2016 and March 2017, our SEU hosted a student intern from Southwest Minnesota State University majoring in communications. This intern was supervised by our Operations Manager and expressed a special interest in sports reporting. His internship focused on our Programming department, where he observed and assisted our Sports and News Directors, learning board operations and sports reporting.
3	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	Every other Thursday during this reporting period, Station KATE(AM), in conjunction with the Minnesota Workforce Development Center, broadcasts a 30-minute program to provide listeners with valuable information about local employment opportunities, including job openings within the SEU, as well local programs focused on career building. SEU participants included our News and Program Directors.
4	Co-Sponsor Job Fair	On October 26, 2017, our SEU co-sponsored a “Career Exploration” with Riverland Community College, which was held on its Austin, Minnesota campus. Our SEU staff helped to solicit local employers and organize the logistical aspects of this event, while also participating as a local employer. SEU participants included our Market Manager and Program Director, who spoke with those in attendance about career opportunities in radio as well as job openings and internships within the SEU. This event was promoted on all SEU stations.